

**For Immediate Release**

## **HRMC, Inc. and Employment Background Investigations, Inc. Partner to Integrate Pre-employment Verification in Candidate Screening and Assessment Platform**

**Partnership adds automated background checks and drug test reporting as the final phase in hiring process.**

**Tampa, FL – September 18, 2007** – Human Resource Management Center, Inc. (HRMC), a pioneer in applying cutting-edge technology to talent acquisition, today announces a partnership with Employment Background Investigations, Inc. (EBI), an industry leading provider of global background screening, drug testing, and occupational healthcare solutions, to integrate a pre-employment verification process in HRMC's automated candidate screening and assessment platform. EBI's technology extends the functionality of HRMC Acclaim<sup>SM</sup>, a comprehensive Web and IVR-enabled screening and assessment solution, by adding background checks and drug test reporting as the final phase of the hiring process for qualified candidates.

Candidates apply for positions using Acclaim, which walks them through a comprehensive single-session screening and assessment process, covering realistic job previews, pre-screening, behavioral interviewing, and skills assessment. Job offers are then automatically extended to qualified candidates contingent on the results of a background check and drug screen. A qualified status triggers a real-time XML feed to EBI where an extensive and comprehensive background check and screening is initiated. The results of the background check, as well as that of a drug screen, are reported back to employers via Acclaim. Candidates are flagged in Acclaim as green, yellow, or red, while drug screens are flagged as positive or negative. Employers can decide whether to proceed with a job offer based on a review of the candidate's status. A yellow status will allow employers to review the data in EBI's system via hyperlink, while red will prevent employment action. All candidate information and results reside securely in EBI's database.

"Leveraging the utility of EBI's pre-employment verification services adds another key component to Acclaim's functionality," says Ron Selewach, founder and CEO of HRMC. "Employers now have a seamless and vigorous process that provides them with an end-to-end solution that not only qualifies candidates by skill, but also validates their propensity to be trusted and productive members of their workforce. The integration of EBI's pre-employment validation process in Acclaim will deliver significant value for our respective clients by providing a comprehensive solution that covers every phase—from candidate sourcing to onboarding."

"This partnership offers a holistic approach to candidate recruiting and screening while delivering component-based services, such as background checks and competency assessments, that improve the reliability and quality of candidates," says Rick Kurland, President and CEO of EBI. "It has becoming increasingly important for employers to screen new hires to ensure that they are individuals of character and dependability. We are pleased to be able to partner with HRMC and offer a secure best-of-breed solution that identifies, assesses, and validates the quality and integrity of potential employees."

While the partnership will initially focus on delivering the integrated HRMC Acclaim platform to organizations across North America, HRMC will look to leverage EBI's global presence in rolling out the platform across Europe and Asia.

### **About HRMC**

Founded in 1984, Human Resource Management Center (HRMC) is a pioneer in applying cutting-edge technology to solve business' most pressing human capital challenges. The company's flagship HRMC Acclaim<sup>SM</sup> solution simplifies the management of all phases of the

employee lifecycle and identifies opportunities for improvement. HRMC's technology automates a range of interrelated processes within a flexible, user-friendly framework, enabling organizations to streamline the acquisition and assessment of talent, evaluate new employees' readiness to contribute, and analyze the impact of a company's culture on retention and performance. Whether accessed over the Web or the phone, users are led through an interactive experience that approximates true human dialogue, resulting in more effective interviews and employee surveys. HRMC is headquartered in Tampa, Florida and is privately held. For more information, visit the company's Web site at [www.hrmc.com](http://www.hrmc.com).

### **About Employment Background Investigations, Inc. (EBI)**

Employment Background Investigations, Inc. ([www.ebiinc.com](http://www.ebiinc.com)) is a single-source, premier provider of enterprise background screening, drug testing, and occupational healthcare services. EBI offers worldwide capabilities tailored to meet clients' exact background screening needs. The company services more than 5,000 clients worldwide, including many Fortune 500 companies. Companies worldwide utilize EBI's background screening, drug testing, and occupational healthcare services every day to make better and safer hiring decisions. Personalized customer care, cutting edge technology, and data security has been the key reason for EBI's remarkable growth over the last 14 years. EBI is a member of the National Association of Professional Background Screeners (NAPBS) and Safe Harbor Certified.

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For additional information, contact:

Michele Rubin  
BackBone, Inc.  
Public Relations  
860-887-5589  
[micheler@backboneinc.com](mailto:micheler@backboneinc.com)  
[www.backboneinc.com](http://www.backboneinc.com)